

7 Levels of Readiness: Tracking Multicultural Institutional Change

MAINTAINING	REINFORCING	ADAPTING	REVISIONING	RETOOLING	RESTRUCTURING	TRANSFORMING
Unexamined Status Quo	Deliberate intervention(s) aimed at putting things back the way they were.	Invitation is issued and there is positive response and engagement	Goal-setting oriented towards new and/or shared values	Learning and practicing new concepts, frameworks, tools, awareness, skills, etc.	Reorganizing processes and collaborating to fulfill the vision and meet the goals. New tools are being used.	Internalization of the changes so that new norms have been created and operate in the organization's life.

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Adapted from Welcoming Resistance by William Hobgood
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